



# INDIANA CAREER COUNCIL

## Indiana Career Council Work-and-Learn Models

### Pillar 2: Worker- and Student- Centric Services

#### Objective 4: Elevate the importance of work-and-learn models

Work-and-learn opportunities are broadly defined as experiences that allow students and workers to acquire, refine, and/or strengthen knowledge and skills through hands-on, “real-life” experiences in a work place.

Model	Description	Objectives	Participants	Compensation	Academic Credit	Grade Levels	Duration
<b>Internship</b>	Work at a company for a limited period of time	Exploration, skill development, career experience, networking	Employers, students (secondary & postsecondary), schools (high schools, colleges, universities)	Can be paid or unpaid	Yes or No	9-16	Typically 12-16 weeks to a year; PT or FT work
<b>Externship</b>	Short-term career exploration	Career observation	Employers, students (secondary & postsecondary), schools (high schools, colleges, universities)	Rarely	No	9-16	Typically a day to a week
<b>Cooperative Education (co-op)</b>	Occupational preparation, with classroom-based education and work experience	Career exploration, occupation development	Employers, students (secondary & postsecondary), schools (high schools, colleges, universities)	Usually	Yes	Grades 11-12, 14-16	Multi-semester, 6-40 hours/week, Or alternate FT school and FT work



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<b>On-the-job training (OJT)</b>	Individualized training at a job site	Training, skill development	Employers, adult participants, WIB	Wages for participant and reimbursement for employers	No	Adults	Varies, longer-term and should lead to full-time employment
<b>Clinical Training</b>	Occupational study and worksite training with examination often required for licensure	Occupational development	Postsecondary students, colleges and universities, employers (mostly medical related occupations)	Rarely	Yes	Grades 13-16	10-30 hours/week
<b>Pre-Apprenticeship (Youth Apprenticeship, School-to-Apprenticeship)</b>	Students begin part-time participation in apprenticeship programs	School-based and work-based learning, career counseling, occupational and academic instruction, mentoring	Secondary students, employers, schools	Usually	Industry recognized credential	Grades 11-14. Extends from high school to post-secondary	Varies: 4-30 hours/week
<b>Apprenticeship</b>	On-the-job training with accompanying study for a trade or profession. Programs are 1-6 years, but most are 4 years	Career training, National industry certification, wage increases, on-the-job learning and related classroom instruction	Employers, associations, unions, participants, postsecondary institutions, apprenticeship training centers	Yes	Potential to earn college credit even a degree	Eligible starting age 16 but most require age 18	For each year normally 2,000 hours OJT and minimum 144 hours classroom instruction



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<b>Federal Work Study</b>	Part-time jobs for students with financial need	Career exploration, occupation development, soft skills	Postsecondary students, colleges and universities	Yes	No	Grades 13-16	Varies
<b>School-Based Enterprises</b>	Students work part-time in a school-owned business	Career exploration, occupation development, soft skills	Secondary students, high schools	Rarely	No	Grades 11-12	4-15 hours/week